

**2015**  
**SUSTAINABILITY**  
**PERFORMANCE**  
**DATA**  
**SUPPLEMENT**  
**DUNDEE**  
**PRECIOUS**  
**METALS**

# Message to Stakeholders

Stakeholders who are familiar with our annual Sustainability Reports know that DPM is committed to being transparent and to demonstrating corporate social and environmental responsibility. Two years ago, we were one of the first mining companies to publish a report in accordance with the new Global Reporting Initiative (G4) Guidelines, followed by an even more comprehensive report in 2014. Given that our approach to managing material sustainability aspects of the business does not change that often, we felt that it was unnecessary to publish a full 2015 Sustainability Report, but rather update our 2014 report with the following 2015 Sustainability Performance Data Supplement. We would kindly ask that the data reported in this supplement be treated and read as an addendum to the [2014 Sustainability Report](#) together with the applicable defined terms therein.

Mining today is as much a social science as it is engineering. Communities, civil society, governments and media all play an increasingly important role in determining whether a mining project is successful or not. Ensuring the health and safety of the people on site and in the local communities, as well as minimizing and properly managing the environmental impacts, are prerequisites of modern mining today. The focus has slightly shifted and now, if local communities do not feel that they benefit fairly from our operations, and they do not see us as a trustworthy, transparent, respectful and responsive citizen, we simply won't be allowed to mine. Social media offers the opportunity for everyone to report worldwide immediately, supporting a proactive approach to transparency in the mining industry.

This dynamic translates into some very tangible objectives at DPM. We believe that "doing well" and "doing good" are not mutually exclusive endeavours. We refer to this overall approach as "*Net Positive Impact*", where our overall aim is to optimize the internal and external benefits and minimize the external costs. Internal benefits are generally those associated with the financial aspects of our business (revenue, cash flows, etc.). External benefits - direct, indirect and induced - are those that accrue to the societies in which we operate, such as, employment, skills training and development, community investment, royalties and taxes. External costs that need to be managed mainly relate to environmental impacts, such as emissions and waste, water use, biodiversity impacts, loss of ecosystem services, and noise and nuisance.

There is much evidence to support the claim that these are not just words on paper at DPM. When we purchased the smelter in Tsumeb in 2010, the external costs associated with this operation were significant. An undercapitalized asset prior to our arrival resulted in a variety of adverse environmental impacts, such as sulphur dioxide (SO<sub>2</sub>) emissions and arsenic exposure issues that had plagued both the community and the workforce for over 50 years. In 2015, we completed our \$243 million sulphuric acid plant, which will resolve the issue with the SO<sub>2</sub> emissions and provide Namibia with a local product (sulphuric acid) that had previously been imported. Together with the completion of our Fugitive Emissions Project in 2014 and the ongoing modernization of the plant, the completion of the acid plant has significantly reduced external costs and increased our Net Positive Impact.

Our Chelopech operation literally defines what we mean by Net Positive Impact. Through the use of proprietary technology and other leading edge mining innovations, we have improved the internal benefits considerably since 2003, doubling the life of the mine and making it one of the lowest cash cost mines in Europe. This, in turn, has led to numerous and significant increases in external benefits, such as one of the best-trained and skilled workforces in the industry, a supply chain that ensures optimal local indirect and induced employment and a community investment program that is focused on the sustainable development of the region. This, together with the measurable long-term reductions in external costs, such as energy and water use, emissions, waste and overall environmental footprint, has created significant value for our stakeholders.

Our efforts in 2015 at our Krumovgrad development project are another excellent example of this approach in practice. Krumovgrad will be our first greenfield mining project and the first new mine in Bulgaria to be built in over 30 years. The external benefits of this project, relating to employment, skills development and community investment, will be immense in a region that has traditionally been reliant on subsistence farming and agriculture.

In 2016, we will be putting a great deal of emphasis on improving our sustainability management processes, both at corporate and at site, to ensure that our goals, outcomes and aspirations are aligned with best health, safety, environmental and social practices. This, in essence, is an evolution of the materiality assessment process outlined in our 2014 Sustainability Report, where we identified those sustainability aspects that were material to the entire business. This work will result in further improvement of our sustainability management framework and systems and will drive key performance indicators and long-term sustainability goals.

Sustainable business development will also play a pivotal role in the execution of DPM's redefined business strategy. As stated above, it is impossible to maximize the internal financial benefits without also considering the external impacts, and ultimately our net impact on the societies that we affect. Moreover, these sustainability aspects are intricately interwoven with how we work toward optimizing our internal processes, organizational capacity and ultimately the long-term growth and value creation of our company.



**RICK HOWES**

President and  
Chief Executive Officer

**NIKOLAY HRISTOV**

Senior Vice President,  
Sustainable Business Development



## Materials Used

	2015	2014	2013	2012	2011
<b>Ore processed (tonnes)</b>					
Chelopech	2,052,138	2,076,112	2,032,002	1,819,687	1,353,733
Kapan	411,121	402,602	465,894	509,419	581,852
<b>Ore mined (tonnes)</b>					
Chelopech	2,039,921	2,053,612	2,029,702	1,813,633	1,309,924
Kapan	409,848	406,585	455,920	531,667	525,622
<b>Waste rock mined (tonnes)</b>					
Chelopech	210,911	207,099	222,710	219,399	378,954
Kapan	312,851	306,298	159,599	94,682	136,150
<b>Concentrate smelted (tonnes)</b>					
Tsumeb	196,107	198,346	152,457	159,356	180,403
<b>Lime (tonnes)</b>					
Chelopech	7,001	7,425	4,543	5,842	not reported
Kapan	2,239	2,750	4,784	4,530	not reported
Tsumeb	7,912	2,760	1,767	6,027	not reported
<b>Cement (tonnes)</b>					
Chelopech	35,876	38,589	35,053	33,725	not reported
Kapan	281	263	1,281	1,123	not reported
Tsumeb	3	13,510	0	0	not reported
<b>Blasting agents (tonnes)</b>					
Chelopech	1,012	1,005	1,101	1,017	not reported
Kapan	819	744	772	685	not reported
Tsumeb	4	5	0	0	not reported
<b>Scrap metal (tonnes)</b>					
Chelopech	1,350	1,320	1,563	1,466	not reported
Kapan	163	187	233	974	not reported
Tsumeb	218	3,816	1,420	1,741	not reported
<b>Black/heavy fuel oil (kilograms)</b>					
Chelopech	1,082,060	1,121,485	1,105,000	1,098,606	not reported
Kapan	0	0	0	0	not reported
Tsumeb	2,026,500	934,000	1,244,390	1,536,300	not reported
<b>Light fuel oil (kilograms)</b>					
Tsumeb	1,722,000	not reported	not reported	not reported	not reported



## ENVIRONMENTAL

Materials Used continued

	2015	2014	2013	2012	2011
<b>Diesel – mine and process plant (litres)</b>					
Chelopech	2,399,500	2,355,613	2,378,740	3,573,528	not reported
Kapan	1,422,002	1,224,156	1,296,025	1,905,772	not reported
Tsumeb	987,481	118,700	55,752	0	not reported
<b>Diesel and gasoline – light trucks (litres)</b>					
Chelopech	151,419	142,122	159,341	187,938	not reported
Kapan	188,774	304,912	416,485	774,705	not reported
Tsumeb	288,611	536,900	952,624	368,070	not reported
<b>Coal (tonnes)</b>					
Chelopech	0	0	0	0	0
Kapan	0	0	0	0	0
Tsumeb	5,667	5,526	16,613	28,887	28,652
<b>Charcoal (tonnes)</b>					
Chelopech	0	0	0	0	0
Kapan	0	0	0	0	0
Tsumeb	0	0	1,385	1,665	1,763
<b>Steel balls and rods (tonnes)</b>					
Chelopech	2,505	2,699	2,229	2,341	not reported
Kapan	723	715	805	980	not reported
Tsumeb	212	973	540	366	not reported
<b>Oxygen (tonnes)</b>					
Chelopech	0	0	0	0	0
Kapan	6	6	6	0	0
Tsumeb	72,197	68,622	35,701	35,834	not reported
<b>Cyanide (tonnes)</b>					
Chelopech	0	0	0	0	0
Kapan	0	0	0	0	0
Tsumeb	0	0	0	0	0

## Direct Energy Use (Gigajoules)

	2015	2014	2013	2012	2011
<b>Black oil/heavy fuel oil</b>					
Chelopech	43,282	44,859	43,634	44,153	33,120
Kapan	0	0	0	0	0
Tsumeb	82,783	38,154	59,259	62,758	25,818
<b>Light fuel oil (kilograms)</b>					
Tsumeb	66,602	not reported	not reported	not reported	not reported
<b>Diesel – mine and process plant</b>					
Chelopech	84,721	83,172	86,033	129,245	109,187
Kapan	51,840	44,628	47,248	69,476	85,135
Tsumeb	36,024	4,679	2,162	0	0

## Direct Energy Use (Gigajoules) continued

	2015	2014	2013	2012	2011
<b>Diesel and gasoline - light vehicles</b>					
Chelopech	5,344	5,006	6,077	6,762	3,776
Kapan	6,610	10,803	14,833	27,859	4,250
Tsumeb	11,180	24,507	36,939	14,060	13,056
<b>Coal</b>					
Chelopech	0	0	0	0	0
Kapan	0	0	0	0	0
Tsumeb	183,044	178,490	536,600	933,050	957,760
<b>Charcoal</b>					
Chelopech	0	0	0	0	0
Kapan	0	0	0	0	0
Tsumeb	0	0	40,137	48,252	51,092
<b>Electricity on-site generation</b>					
Chelopech	0	0	0	0	0
Kapan	0	0	0	0	0
Tsumeb	0	0	7,114	18,182	21,374

## Indirect Energy Use (Gigajoules)

	2015	2014	2013	2012	2011
<b>Electricity</b>					
Chelopech	390,179	384,095	407,963	364,696	361,885
Kapan	140,172	131,931	136,256	136,516	138,663
Tsumeb	502,654	446,691	323,346	263,514	264,744

## Energy Use Intensity<sup>1</sup>

	2015	2014	2013	2012	2011
<b>Indirect</b>					
Chelopech - per tonne of ore processed	0.19	0.19	0.20	0.20	0.27
Chelopech - per tonne of Cu concentrate equivalent	2.68	2.60	3.30	-	-
Kapan - per tonne of ore processed	0.34	0.33	0.29	0.27	0.24
Tsumeb - per tonne of concentrate smelted	2.52	2.25	2.12	1.65	1.46
Tsumeb - per tonne of Cu blister produced	11.17	12.11	27.48	38.32	31.13
<b>Direct</b>					
Chelopech - per tonne of ore processed	0.06	0.06	0.07	0.10	0.11
Chelopech - per tonne of Cu concentrate equivalent	0.92	0.90	1.10	-	-
Kapan - per tonne of ore processed	0.14	0.14	0.13	0.19	0.15
Tsumeb - per tonne of concentrate smelted	1.91	1.24	4.48	6.75	5.93
Tsumeb - per tonne of Cu blister produced	8.44	6.66	4.99	8.26	6.91

1. Intensity values are used to measure the efficiency of consumption of a particular commodity (e.g. energy) or emission relative to a unit of production. For comparative purposes, energy consumption is converted to gigajoules, and greenhouse gas emissions are converted to tonnes of carbon dioxide equivalent (CO<sub>2</sub>eq).



## ENVIRONMENTAL

### Emissions

	2015	2014	2013	2012	2011
<b>Direct Greenhouse Gas (GHG) emissions (tonnes of CO<sub>2</sub> eq) – Scope 1</b>					
Chelopech	10,121	10,103	10,121	13,367	11,037
Kapan	4,406	4,312	4,813	7,397	6,556
Tsumeb	39,122	25,839	75,172	193,110	198,522
<b>Indirect GHG emissions (tonnes of CO<sub>2</sub> eq) – Scope 2</b>					
Chelopech	54,950	56,761	66,974	54,907	54,283
Kapan	6,892	14,963	15,454	15,483	18,736
Tsumeb	75,677	67,252	48,681	38,721	38,902
<b>Scope 3 GHG emissions (tonnes of CO<sub>2</sub> eq)</b>					
Chelopech	41,818	43,757	49,427	48,695	51,134
Kapan	not calculated	not calculated	not calculated	not calculated	not calculated
Tsumeb	not calculated	not calculated	not calculated	not calculated	not calculated
<b>Sulphur Dioxide emissions (tonnes)</b>					
Chelopech	0	0	0	0	0
Kapan	0	0	0	0	0
Tsumeb	133,000 <sup>1</sup>	141,919	104,517	113,900	123,437

1. Estimate based on 2014 emissions less tonnes of sulphur dioxide converted to sulphuric acid.

### GHG Emissions Intensity

	2015	2014	2013	2012	2011
<b>Scope 1 &amp; 2</b>					
Chelopech					
per tonne of ore processed	0.0319	0.035624	0.0379	0.0375	0.0499
per tonne of Cu concentrate equivalent	0.4468	0.495355	0.6227	0.5739	0.6360
Kapan – per tonne of ore processed	0.0275	0.0479	0.0440	0.0450	0.0430
Tsumeb					
per tonne of concentrate smelted	0.5772	0.4693	0.8120	1.4550	1.3160
per tonne of Cu blister produced	2.55	2.52	4.99	8.26	6.91
<b>Scope 3 (Chelopech only)</b>					
Chelopech					
per tonne of ore processed	0.0205	0.02131	0.02432	0.02676	0.03777
per tonne of Cu concentrate equivalent	0.28715	0.29628	0.39921	0.40929	0.49789

## Water Use

	2015	2014	2013	2012	2011
<b>Water withdrawn - groundwater (cubic metres)</b>					
Chelopech	396,915	401,490	190,982	132,079	224,256
Kapan	0	0	0	0	0
Tsumeb	1,223,586	1,160,915	1,463,941	1,239,500	1,400,000
<b>Water withdrawn - surface water: Rivers (cubic metres)</b>					
Chelopech	1,000	0	0	0	0
Kapan	1,568,250	2,230,800	2,230,800	2,230,800	2,376,539
Tsumeb	0	0	0	0	0
<b>Water withdrawn - surface water: Freshwater dams (cubic metres)</b>					
Chelopech	929,579	678,490	645,432	525,063	1,149,823
Kapan	0	0	0	0	0
Tsumeb	0	0	0	0	0
<b>Rainwater collected directly and stored (cubic metres)</b>					
Chelopech	434,869	268,713	401,449	not reported	not reported
Kapan	0	0	0	not reported	not reported
Tsumeb	0	0	0	not reported	not reported
<b>Waste water from other sources (cubic metres)</b>					
Chelopech	0	0	0	0	0
Kapan	0	0	0	0	0
Tsumeb	0	0	0	0	0
<b>Total water withdrawn from municipal water supplies (cubic metres)</b>					
Chelopech	1,200	1,200	1,200	1,200	1,200
Kapan	148,561	144,281	193,711	197,188	198,000
Tsumeb	206,962	202,638	84,658	518,181	277,013
<b>Total water withdrawn from any source</b>					
Chelopech	1,328,694	1,081,180	837,614	658,342	1,374,079
Kapan	1,716,811	2,375,081	2,424,511	2,427,988	2,538,928
Tsumeb	1,429,746	1,363,553	1,548,599	1,757,681	1,713,824
<b>Total volume of water recycled and reused (cubic metres)<sup>1</sup></b>					
Chelopech	1,538,268	1,765,539	1,906,943	2,015,784	2,518,573
Kapan	353,793	366,372	391,473	262,296	395,031
Tsumeb	368,627	383,720	597,913	799,868	205,477
<b>Volume of water recycled/reused as a % of total water withdrawn from any source</b>					
Chelopech	116%	163%	228%	306%	183%
Kapan	21%	15%	16%	15%	15%
Tsumeb	26%	28%	39%	45%	12%



## ENVIRONMENTAL

### Water Use Intensity<sup>1</sup>

	2015	2014	2013	2012	2011
Chelopech					
per tonne of ore processed	0.65	0.52	0.41	0.36	1.02
per tonne of Cu concentrate equivalent	9.12	7.32	6.77	not calculated	not calculated
Kapan - per tonne of ore processed	4.18	5.90	5.2	4.76	4.36
Tsumeb					
per tonne of concentrate smelted	7.19	6.87	10.16	11	9.5
per tonne of Cu blister produced	31.77	36.96	62.38	62.59	49.90

1. Total water withdrawn from any source divided by unit of production.

### Water Discharge

	2015	2014	2013	2012	2011
<b>Discharged domestic waste water (cubic metres)</b>					
Chelopech	63,875	63,875	63,875	63,875	63,875
Kapan	143,567	138,776	184,094	175,548	296,926
Tsumeb	55,959	110,413	59,183	500,000	not measured
<b>Discharged industrial waste water (cubic metres)</b>					
Chelopech	715,264	209,769	76,650	219,701	340,804
Kapan	252,288	208,140	208,140	208,140	233,032
Tsumeb	0 <sup>1</sup>	567,018 <sup>1</sup>	not measured	not measured	not measured

1. Year-on-year change as a result of new information being available from a geohydrological and contamination assessment and modeling study. Volumes inferred as loss to groundwater in previous years have now been replaced as loss to evaporation resulting in zero discharge.

### Waste Management

	2015	2014	2013	2012	2011
<b>Overburden (tonnes)</b>					
Chelopech	0	0	0	0	0
Kapan	0	0	0	0	0
<b>Waste rock mined (tonnes)</b>					
Chelopech	210,911	207,099	222,710	219,399	378,954
Kapan	312,851	306,298	159,599	94,683	136,150
<b>Percentage of waste rock returned underground as backfill</b>					
Chelopech	100%	100%	100%	100%	100%
Kapan	81%	72%	69%	32%	0%
<b>Mill tailings (tonnes)</b>					
Chelopech	1,699,374	1,787,126	1,890,612	1,700,053	1,245,596
Kapan	396,546	388,165	448,144	492,563	559,302
Tsumeb	71,302	82,703	109,105	148,812	93,000



## Waste Management continued

	2015	2014	2013	2012	2011
<b>Percentage of mill tailings returned underground as backfill</b>					
Chelopech	38	36	35	28	26
Kapan	0	0	0	0	0
<b>Mill tailings placed in surface tailings facilities (tonnes)</b>					
Chelopech	1,049,443	1,151,580	1,216,089	1,217,767	920,653
Kapan	396,546	388,165	448,144	492,563	559,302
Tsumeb	71,302	82,703	109,105	148,812	93,000
<b>Hazardous waste sent off-site but not recycled (tonnes)</b>					
Chelopech	6.2	4.3	6	0	not reported
Kapan	161.8	161.5	162.5	1,134	not reported
Tsumeb	0	8.7	113,550	0	not reported
<b>Hazardous waste treated and disposed of on-site (tonnes)</b>					
Chelopech	0	0	0	0	not reported
Kapan	83.6	110.1	65.7	202	not reported
Tsumeb	17,236	33,133	26,127	29,433	not reported
<b>Hazardous waste recycled off-site (tonnes)</b>					
Chelopech	113.1	113.5	182.8	89	not reported
Kapan	92.8	1.3	0	0	not reported
Tsumeb	30.4	1,903	1	0	not reported
<b>Non-hazardous waste sent off-site but not recycled (tonnes)</b>					
Chelopech	196	216	297	0	not reported
Kapan	0	0	0	21	not reported
Tsumeb	0	0	0	50	not reported
<b>Non-hazardous waste treated and disposed of on-site (tonnes)</b>					
Chelopech	1,709.4	2,124.22	16,459.80	23	not reported
Kapan	0	0	0.1	0	not reported
Tsumeb	286.3	351.5	576.9	36	not reported
<b>Non-hazardous waste recycled off-site (tonnes)</b>					
Chelopech	1,659	1,643	1,808	2,217	not reported
Kapan	119	127	120	1	not reported
Tsumeb	0	3,816	1,625	14	not reported

## Spills

	2015	2014	2013	2012	2011
<b>Number</b>					
<b>Total number of uncontained spills reportable to regulatory authorities</b>					
Chelopech	0	4	3	3	4
Kapan	0	0	0	3	0
Tsumeb	0	0	0	0	0
<b>Total number of decant water spills reportable to regulatory authorities</b>					
Chelopech	0	0	2	2	0
Kapan	0	0	0	0	0
Tsumeb	0	0	0	0	0
<b>Total number of tailings spills reportable to regulatory authorities</b>					
Chelopech	0	2	1	1	4
Kapan	0	0	0	3	0
Tsumeb	0	0	0	0	0
<b>Total number of hydraulic oil spills (soil or water surface) reportable to regulatory authorities</b>					
Chelopech	0	0	0	0	0
Kapan	0	0	0	0	0
Tsumeb	0	0	0	0	0
<b>Total number of "other" spills reportable to regulatory authorities</b>					
Chelopech	0	2	0	0	0
Kapan	0	0	0	0	0
Tsumeb	0	0	0	0	0
<b>Volume (cubic metres)</b>					
<b>Total volume of uncontained spills reportable to regulatory authorities</b>					
Chelopech	0	60	147	60	17
Kapan	0	0	0	135	0
Tsumeb	0	0	0	0	0
<b>Total volume of decant water spills reportable to regulatory authorities</b>					
Chelopech	0	0	97	54	0
Kapan	0	0	0	0	0
Tsumeb	0	0	0	0	0
<b>Total volume of tailings spills reportable to regulatory authorities</b>					
Chelopech	0	54	50	6	17
Kapan	0	0	0	135	0
Tsumeb	0	0	0	0	0

## Spills continued

	2015	2014	2013	2012	2011
<b>Volume (cubic metres)</b>					
<b>Total volume of hydraulic oil spills (soil or water surface) reportable to regulatory authorities</b>					
Chelopech	0	0	0	0	0
Kapan	0	0	0	0	0
Tsumeb	0	0	0	0	0
<b>Total volume of "other" spills reportable to regulatory authorities</b>					
Chelopech	0	6	0	0	0
Kapan	0	0	0	0	0
Tsumeb	0	0	0	0	0

## Environmental Fines and Sanctions

	2015	2014	2013	2012	2011
<b>Value of fines for non-compliance with environmental laws and regulations</b>					
Chelopech	\$33,996	\$10,330	\$8,481	\$0	\$0
Kapan	\$95	\$150	\$74,878	\$30,000	\$0
Tsumeb	\$0	\$0	\$0	\$0	\$0

## Land Use/Biodiversity (at December 31, 2015)

	2015	2014
<b>Total land area owned or leased and not yet rehabilitated at the start of the year (hectares)</b>		
Chelopech	366.00	366.00
Kapan	243.24	268.00
Tsumeb	3,044.2 <sup>1</sup>	3,044.2 <sup>1</sup>
Krumovgrad	0.00	0.00
<b>Total amount of land newly disturbed by mining within the reporting period (hectares)</b>		
Chelopech	0.00	0.00
Kapan	0.65	3.51
Tsumeb	0.00	0.00
Krumovgrad	0.00	0.00
<b>Total amount of land newly rehabilitated within the reporting period (hectares)</b>		
Chelopech	1.00	0.00
Kapan	0.00	28.27
Tsumeb	0.00	0.00
Krumovgrad	0.00	0.00

**ENVIRONMENTAL****Land Use/Biodiversity** (at December 31, 2015) continued

	2015	2014
<b>Total land owned or leased and not yet rehabilitated at the end of the year (hectares)</b>		
Chelopech	365.00	366.00
Kapan	243.89	243.24
Tsumeb	3,044.2 <sup>1</sup>	3,044.2 <sup>1</sup>
Krumovgrad	0.00	0.00
<b>Total amount of land in or adjacent to protected areas and areas of high biodiversity value (hectares)</b>		
Chelopech	0	0
Kapan	0	0
Tsumeb	0	0
Krumovgrad	0	0
<b>Sites requiring biodiversity/biological management plans</b>		
Chelopech	No	No
Kapan	No	No
Tsumeb	Yes	Yes
Krumovgrad	Yes	Yes

1. In 2014, total land owned or leased at Tsumeb was reported as 1,445 hectares. This was under-reported by 1,501 hectares as not all leases and title deeds were included in the 2014 reported data.



## Total Workforce (full-time employees and direct contractors only)

	2015	2014	2013	2012	2011
<b>Number of Lost Time Injuries</b>					
Chelopech	7	5	8	11	7
Kapan	7	5	14	8	9
Tsumeb	4	2	11	8	16
Exploration	1	not reported	not reported	not reported	not reported
<b>Lost Time Injury Frequency Rate (Number of Lost Time Injuries divided by man-hours worked multiplied by 200,000)</b>					
Chelopech	0.59	0.44	0.65	0.76	0.52
Kapan	0.70	0.60	1.37	0.77	0.84
Tsumeb	0.27	0.34	0.36	0.62	1.89
Exploration	1.63	not reported	not reported	not reported	not reported
<b>Number of Medical Treatment Injuries</b>					
Chelopech	5	9	20	25	29
Kapan	9	6	3	12	16
Tsumeb	3	9	23	53	41
Exploration	1	not reported	not reported	not reported	not reported
<b>Medical Treatment Injury Frequency Rate</b>					
Chelopech	0.42	0.73	1.62	not reported	not reported
Kapan	0.90	0.63	0.29	not reported	not reported
Tsumeb	0.20	1.51	1.19	not reported	not reported
Exploration	1.63	not reported	not reported	not reported	not reported
<b>Occupational disease rate (This metric not used internally at DPM)</b>					
Chelopech	not reported	not reported	not reported	not reported	not reported
Kapan	not reported	not reported	not reported	not reported	not reported
Tsumeb	not reported	1.34	not reported	not reported	not reported
Exploration	not reported	not reported	not reported	not reported	not reported
<b>Absentee rate (This metric not used internally at DPM)</b>					
Chelopech	not reported	not reported	not reported	not reported	not reported
Kapan	not reported	not reported	not reported	not reported	not reported
Tsumeb	not reported	1.18	not reported	not reported	not reported
Exploration	not reported	not reported	not reported	not reported	not reported



**HEALTH & SAFETY**

**Total Workforce** (full-time employees and direct contractors only) continued

	2015	2014	2013	2012	2011
<b>Number of fatalities</b>					
Chelopech	0	0	0	0	0
Kapan	0	1	0	0	1
Tsumeb	0	0	0	0	0
Exploration	0	0	0	0	0

**Independent Project-related Subcontractors Only**

	2015	2014	2013	2012	2011
<b>Number of Lost Time Injuries</b>					
Chelopech	not reported separately	not reported separately	not reported separately	not reported separately	not reported separately
Kapan	not reported separately	not reported separately	not reported separately	not reported separately	not reported separately
Tsumeb	1	8	4	not reported separately	not reported separately
<b>Lost Time Injury Frequency Rate</b>					
Chelopech	not reported separately	not reported separately	not reported separately	not reported separately	not reported separately
Kapan	not reported separately	not reported separately	not reported separately	not reported separately	not reported separately
Tsumeb	0.12	0.5	not reported separately	not reported separately	not reported separately
<b>Number of Medical Treatment Injuries</b>					
Chelopech	not reported separately	not reported separately	not reported separately	not reported separately	not reported separately
Kapan	not reported separately	not reported separately	not reported separately	not reported separately	not reported separately
Tsumeb	6	12	16	not reported separately	not reported separately
<b>Medical Treatment Injury Frequency Rate</b>					
Chelopech	not reported separately	not reported separately	not reported separately	not reported separately	not reported separately
Kapan	not reported separately	not reported separately	not reported separately	not reported separately	not reported separately
Tsumeb	0.69	0.74	not reported separately	not reported separately	not reported separately
<b>Occupational disease rate (This metric is not used internally at DPM)</b>					
Chelopech	not reported separately	not reported separately	not reported separately	not reported separately	not reported separately
Kapan	not reported separately	not reported separately	not reported separately	not reported separately	not reported separately
Tsumeb	not reported separately	0.12 separately	not reported separately	not reported separately	not reported separately

## Independent Project-related Subcontractors Only continued

	2015	2014	2013	2012	2011
<b>Absentee rate (This metric is not used internally at DPM)</b>					
Chelopech	not reported separately	not reported separately	not reported separately	not reported separately	not reported separately
Kapan	not reported separately	not reported separately	not reported separately	not reported separately	not reported separately
Tsumeb	not reported separately	not reported separately	not reported separately	not reported separately	not reported separately
<b>Number of fatalities</b>					
Chelopech	0	0	0	0	0
Kapan	0	0	0	0	0
Tsumeb	0	0	0	0	0

## Other Safety-related Information

	2015	2014	2013	2012	2011
<b>Number of trained safety personnel</b>					
Chelopech	4	5	5	8	not reported separately
Kapan	6	5	5	6	not reported separately
Tsumeb	8	12	16	6	not reported separately
<b>Number of specialized rescue personnel</b>					
Chelopech	14	14	14	14	not reported separately
Kapan	16	16	15	16	not reported separately
Tsumeb	3	4	3	6	not reported separately
<b>Number of on-site nurses</b>					
Chelopech	0	0	0	0	not reported separately
Kapan	6	7	7	7	not reported separately
Tsumeb	3	3	3	3	not reported separately
<b>Number of on-site doctors</b>					
Chelopech	1	1	1	1	not reported separately
Kapan	1	0	0	0	not reported separately
Tsumeb	0	0	0	1	not reported separately



HEALTH & SAFETY

Other Safety-related Information continued

	2015	2014	2013	2012	2011
<b>Number of trained voluntary mine rescue personnel</b>					
Chelopech	12	16	14	14	not reported separately
Kapan	0	0	0	0	not reported separately
Tsumeb <sup>1</sup>	12	12	24	0	not reported separately

1. Tsumeb volunteers are trained in operations rescue, not mine rescue as Tsumeb is not a mine site.



# Our People

(Data as at December 31, 2015)



## Full-time Employees Only

	Male	Female	Total
<b>Number of full-time employees (excluding expatriates)</b>			
Chelopech	772	176	948
Kapan	969	200	1,169
Tsumeb	410	61	471
Krumovgrad	12	4	16
Corporate	18	14	32
<b>Number of full-time employees that left the organization voluntarily</b>			
Chelopech	12	4	16
Kapan	100	13	113
Tsumeb	12	2	14
Krumovgrad	0	0	0
Corporate	0	2	2
<b>Number of full-time employees that left the organization involuntarily (including retirees)</b>			
Chelopech	44	7	51
Kapan	51	0	51
Tsumeb	23	2	25
Krumovgrad	0	0	0
Corporate	1	2	3
<b>Percentage of employees that are part-time</b>			
Chelopech	0.00	0.00	0.00
Kapan	0.08	0.00	0.08
Tsumeb	0.00	0.00	0.00
Krumovgrad	8.00	0.00	6.00
Corporate	0.00	0.00	0.00



## OUR PEOPLE

### Contract Employees Only

	Male	Female	Total
<b>Number of direct contract employees (excluding expatriates)</b>			
Chelopech	15	6	21
Kapan	0	0	0
Tsumeb	41	13	54
Krumovgrad	3	2	5
Corporate	1	0	1
<b>Percentage of direct contract employees that have a fixed term or temporary contract</b>			
Chelopech	100	100	100
Kapan	N/A	N/A	N/A
Tsumeb	100	100	100
Krumovgrad	100	100	100
Corporate	0	0	0
<b>Number of direct contract employees that left the organization voluntarily</b>			
Chelopech	0	0	0
Kapan	0	0	0
Tsumeb	7	3	10
Krumovgrad	0	0	0
Corporate	0	0	0
<b>Number of direct contract employees that left the organization involuntarily</b>			
Chelopech	27	21	48
Kapan	0	0	0
Tsumeb	24	4	28
Krumovgrad	18	5	23
Corporate	0	0	0
<b>Number of independent project-related subcontractors at year-end</b>			
Chelopech	not reported separately	not reported separately	594
Kapan		0	0
Tsumeb	not reported separately	not reported separately	599
Krumovgrad	not reported separately	not reported separately	0
Corporate	0	0	0
<b>Percentage of contract employees that are part-time</b>			
Chelopech	0	0	0
Kapan	0	0	0
Tsumeb	2	7	4
Krumovgrad	0	0	0
Corporate	0	0	0

## Contract Employees Only continued

	Male	Female	Total
<b>Number of expatriate employees</b>			
Chelopech	6	0	6
Kapan	11	0	11
Tsumeb	3	0	3
Krumovgrad	5	0	5
Corporate	3	0	3 <sup>1</sup>

1. Includes 1 expatriate employee resident in Bulgaria, 1 expatriate employee resident in South Africa and 1 expatriate employee resident in London who perform functions across multiple subsidiaries of DPM.

## Full-Time & Contract Employees Consolidated

	Male	Female	Total
<b>Percentage of employees (full-time &amp; contract) that are local nationals</b>			
Chelopech	100	100	100
Kapan	99	100	99
Tsumeb	98	99	98
Krumovgrad	100	100	100
Corporate	82	93	94

### Percentage of employees (full-time & contract) that are managers and above levels (excluding expatriates)<sup>1</sup>

Chelopech	2.0	6.0	3.0
Kapan	1.4	0.3	1.6
Tsumeb	8.0	14.0	9.0
Krumovgrad	0.0	20.0	5.0
Corporate	84.0	57.0	73.0

### Percentage of managers and above levels (full-time & contract) that are local nationals

Chelopech	100	100	100
Kapan	76	100	80
Tsumeb	89	90	92
Krumovgrad	0	100	100
Corporate	79	88	81

1. Managers and above levels are defined by positions with the title of Superintendent (least senior), Manager, Director, General Manager, Vice President, Senior Vice President, Executive Vice President, and President (most senior).



**OUR PEOPLE**

## Employee Analysis by Age

	Male	Female	Total
<b>Percentage of employees (full-time &amp; contract) under 30 years old</b>			
Chelopech	24	13	22
Kapan	22	4	25
Tsumeb	24	35	25
Krumovgrad <sup>1</sup>	13	33	19
Corporate	5	0	3
<b>Total number of new employees (full-time &amp; contract with less than one year of service) under 30 years old</b>			
Chelopech	29	1	30
Kapan	78	7	85
Tsumeb	42	15	57
Krumovgrad <sup>1</sup>	2	1	3
Corporate	0	0	0
<b>Rate of employee turnover for employees (full-time &amp; contract) under 30 years old</b>			
Chelopech	4%	10%	5%
Kapan	5%	4%	5%
Tsumeb	5%	7%	5%
Krumovgrad <sup>1</sup>	47%	83%	57%
Corporate	0%	7%	3%
<b>Percentage of employees (full-time &amp; contract) between 30 and 50 years old</b>			
Chelopech	66	59	65
Kapan	48	49	48
Tsumeb	50	54	51
Krumovgrad <sup>1</sup>	67	17	52
Corporate	37	57	45
<b>Total number of new employees (full-time &amp; contract with less than one year of service) between 30 and 50 years old</b>			
Chelopech	31	5	36
Kapan	61	4	65
Tsumeb	32	6	38
Krumovgrad <sup>1</sup>	1	1	2
Corporate	1	1	2
<b>Rate of employee turnover for employees (full-time &amp; contract) between 30 and 50 years old</b>			
Chelopech	4%	4%	4%
Kapan	8%	3%	7%
Tsumeb	5%	7%	6%
Krumovgrad <sup>1</sup>	47%	0%	33%
Corporate	4%	7%	5%

## Employee Analysis by Age continued

	Male	Female	Total
<b>Percentage of employees (full-time &amp; contract) over 50 years old</b>			
Chelopech	10	28	13
Kapan	21	5	26
Tsumeb	27	11	24
Krumovgrad <sup>1</sup>	20	50	29
Corporate	58	43	52
<b>Total number of new employees (full-time &amp; contract with less than one year of service) over 50 years old</b>			
Chelopech	2	3	5
Kapan	8	0	8
Tsumeb	3	0	3
Krumovgrad <sup>1</sup>	1	1	2
Corporate	0	1	1
<b>Rate of employee turnover for employees (full-time &amp; contract) over 50 years old</b>			
Chelopech	2%	3%	3%
Kapan	3%	0%	2%
Tsumeb	4%	1%	4%
Krumovgrad <sup>1</sup>	27%	0%	19%
Corporate	0%	14%	5%

1. Includes summer internships considered contract employees.

## Other Employee Information

	Male	Female	Total
<b>Percentage of employees who are members of a trade union</b>			
Chelopech	not reported separately	not reported separately	46
Kapan	53	3	56
Tsumeb	73	30	68
Krumovgrad	0	0	0
Corporate	0	0	0
<b>Percentage of full-time employees covered by collective bargaining agreements</b>			
Chelopech	100	100	100
Kapan	0	0	0
Tsumeb	72	30	66
Krumovgrad	0	0	0
Corporate	0	0	0



**OUR PEOPLE**

**Other Employee Information** *continued*

	Male	Female	Total
<b>Average hours of mandatory training per full-time employee per year (includes safety training)</b>			
Chelopech	not reported separately	not reported separately	23
Kapan	not reported separately	not reported separately	22
Tsumeb	32	25	31
Krumovgrad	not reported separately	not reported separately	2.4
Corporate	2	2	2
<b>Average hours of mandatory training per contract employee per year (includes safety training)</b>			
Chelopech	not reported separately	not reported separately	23
Kapan	N/A	N/A	N/A
Tsumeb	not reported	not reported	not reported
Krumovgrad	not reported separately	not reported separately	2.4
Corporate	not reported	not reported	not reported
<b>Mean annual wage in country</b>			
Chelopech - BGN	not reported separately	not reported separately	10,724
Kapan - AMD	not reported separately	not reported separately	184,441
Tsumeb - NAD	no reliable data	no reliable data	no reliable data
Krumovgrad - BGN	not reported separately	not reported separately	10,724
Corporate	not reported	not reported	not reported
<b>Minimum wage in country</b>			
Chelopech - BGN	not reported separately	not reported separately	4,440.00
Kapan - AMD	not reported separately	not reported separately	55,000
Tsumeb - NAD	no reliable data	no reliable data	no reliable data
Krumovgrad - BGN	not reported separately	not reported separately	4,440.00
Corporate	not reported	not reported	not reported

## Other Employee Information continued

	Male	Female	Total
<b>Mean annual wage of company employee (exclude managers and above, direct contract and expatriate employees) in local currency</b>			
Chelopech - BGN	not reported separately	not reported separately	25,290
Kapan - AMD	261,608.00	158,853.00	245,128.00
Tsumeb - NAD	198,594	249,855	204,133
Krumovgrad - BGN	not reported separately	not reported separately	14,571
Corporate - USD	not reported	not reported	not reported
<b>Number of strikes and lockouts during year exceeding one week's duration</b>			
Chelopech	0	0	0
Kapan	0	0	0
Tsumeb	0	0	0
Krumovgrad	0	0	0
Corporate	0	0	0
<b>Total number of incidents of discrimination</b>			
Chelopech	0	0	0
Kapan	0	0	0
Tsumeb	0	0	0
Krumovgrad	0	0	0
Corporate	0	0	0



## Payments to Government (for the year ended December 31 2015 reported on a cash paid basis.

Please note prior years were reported on an accruals basis)

	US Dollars	Level of Government Paid
<b>Royalties</b>		
Chelopech	6,972,715	National
Kapan	1,429,183	National
Tsumeb	0	
Krumovgrad	0	
Corporate	0	
<b>Taxes</b>		
Chelopech	7,094,768	National, municipal
Kapan	0	
Tsumeb	0 <sup>1</sup>	
Krumovgrad	21,216	Municipal
Corporate	0	
<b>Fees</b>		
Chelopech	151,292	National, state, municipal
Kapan	945,393	National, state, municipal
Tsumeb	0	
Krumovgrad	532,787 <sup>2</sup>	National
Corporate	0	
<b>Production Entitlements</b>		
Chelopech	0	
Kapan	0	
Tsumeb	0	
Krumovgrad	0	
Corporate	0	
<b>Bonuses (Community investment &amp; donations other than infrastructure improvements paid to government<sup>3</sup>)</b>		
Chelopech	268,492	Municipal
Kapan	5,536	Municipal
Tsumeb	0 <sup>4</sup>	
Krumovgrad	61,073	Municipal
Corporate	0	



## Payments to Government (for the year ended December 31 2015 reported on a cash paid basis.

Please note prior years were reported on an accruals basis) continued

	US Dollars	Level of Government Paid
<b>Dividends</b>		
Chelopech	0	-
Kapan	0	-
Tsumeb	0	-
Krumovgrad	0	-
Corporate	0	-
<b>Infrastructure improvements</b>		
Chelopech	924,313	Municipal
Kapan	85,266	Municipal
Tsumeb	0	-
Krumovgrad	91,689	Municipal
Corporate	0	-

1. Tsumeb operates as an Export Processing Zone Enterprise, as defined by Namibia's Export Processing Zone Act.
2. Amount paid to National Institute of Archaeology in Bulgaria.
3. Portion of community investment and donations paid to local municipalities for education, health, sports and cultural initiatives.
4. Community investment and donations at Tsumeb are made through the Tsumeb Community Trust. A portion of the grants from the Trust is directed to the Municipality of Tsumeb at the discretion of the independent Board of Trustees.

# Bureau Veritas' Independent Verification Statement



**BUREAU  
VERITAS**

## To the Stakeholders of Dundee Precious Metals Inc.

### INTRODUCTION AND OBJECTIVES

Bureau Veritas UK Ltd has provided independent verification over Dundee Precious Metals Inc.'s (DPM) 2015 sustainability indicators, as reported in its 2015 Data Supplement. The objective of our work is to provide assurance to DPM's stakeholders over the reliability and accuracy of the reported performance for the selected indicators.

### RESPONSIBILITIES OF THE VERIFICATION PROVIDER

The preparation of the Data Supplement is the sole responsibility of DPM. The verifier has an obligation to stakeholders and users of the report and is exclusively responsible for the content of this verification statement. DPM has provided access to the documentation and data required to undertake the verification process and Bureau Veritas is confident that no material information has been withheld.

### BOUNDARY AND SCOPE

Reported performance against indicators in DPM's Data Supplement covers global operations in Armenia, Bulgaria, Namibia and Human Resources data in Canada. The information and data reviewed as part of this assurance engagement cover the reported performance for the reporting period: 01 January 2015 - 31 December 2015.

Bureau Veritas assurance protocol has been used to conduct this assurance engagement, which is based on best practice assurance standards including AA1000AS, ISAE3000, and ISO14064-3. The verification was conducted to a limited level of assurance.

### METHODOLOGY

In order to form its conclusions, Bureau Veritas conducted the activities outlined below:

- Phone interviews with key DPM personnel responsible for the collection and collation of data (Head Office and Regional Staff);
- Review of data management and data accuracy through interrogation of spreadsheets and sampling of select datasets;
- Review of supporting source documentation (including: management system exports, sampled invoices, training certificates, system screenshots, internal communications, environmental management system navigation, etc.); and
- Review of consolidated site and business unit sustainability data sets.

### BUREAU VERITAS OPINION

Based on the verification activities undertaken, nothing has come to our attention to suggest that:

- the reported performance does not provide a fair representation of DPM's actual performance for the defined period; and
- there are significant omissions which could affect stakeholders' ability to make informed judgements on DPM's reported performance against targets.

Such opinion is based on work undertaken and defined herein. Certain limitations and exclusions apply and are included below but these do not detract from the verification opinion stated.

### LIMITATIONS AND EXCLUSIONS

Excluded from the scope of our work is:

- Any information not directly linked to the indicators within scope;
- Activities outside the defined reporting period;
- Company strategy and position statements (including any expression of opinion, belief, aspiration, expectation or aim); and
- Financial data which is taken from DPM's Annual Report and Accounts.

This independent statement should not be relied upon to detect errors, omissions or misstatements that may exist within DPM's reported information. The scope of our work was defined and agreed in consultation with DPM. Our work covers global operations and relies upon the accurate collation of information at DPM's worldwide locations and its Canada head office.

### STATEMENT OF INDEPENDENCE, IMPARTIALITY AND COMPETENCE

Bureau Veritas is an independent professional services company that specialises in quality, health, safety, social and environmental management advice and compliance with over 180 years' history in providing independent verification and assurance services. Bureau Veritas has implemented a code of ethics across its business which ensures that all our staff members maintain high standards of integrity and independence. We believe our verification assignment did not raise any conflicts of interest. Our team completing the work has extensive knowledge of and experience in conducting verification over sustainability information and systems.

### Bureau Veritas UK Ltd

London, May 2016



